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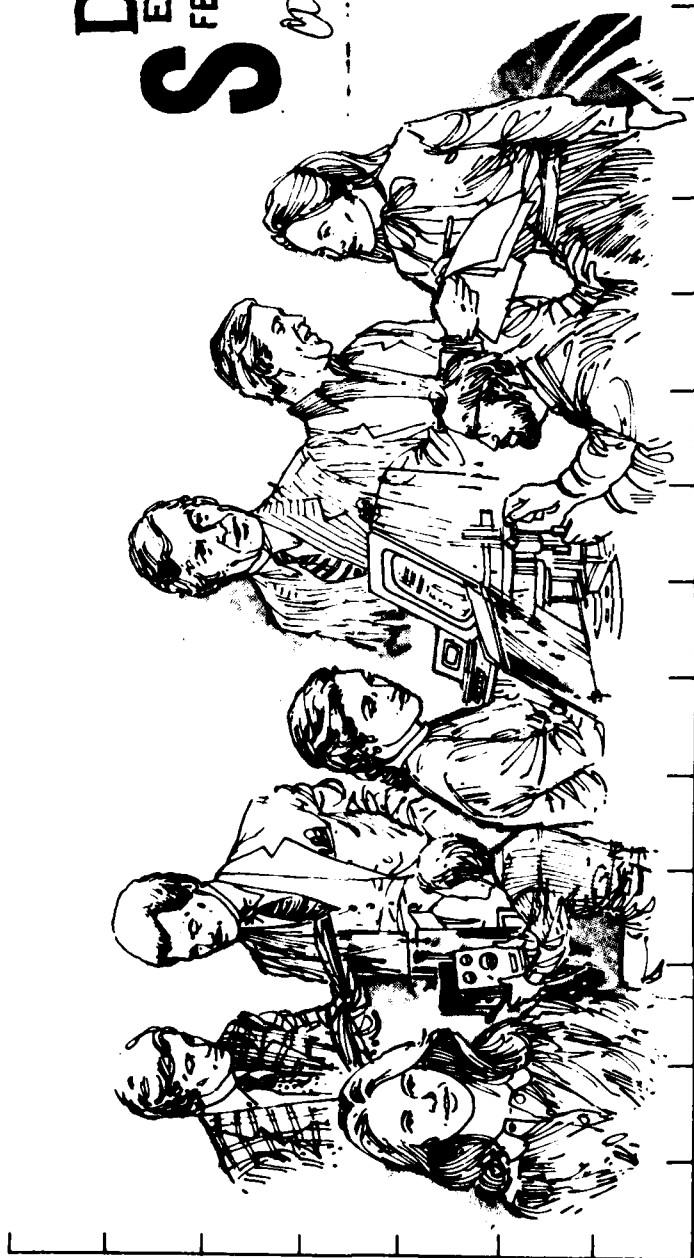
Department of Defense

# CIVILIAN MANPOWER STATISTICS

September 30, 1989

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

September 30, 1989

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Washington Headquarters Services  
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## **FOREWORD**

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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**TABLE OF CONTENTS**

	<u>Page</u>
<b>Table 1</b> DoD Civilian Employment by Function and Employment Status, According to Defense Component - September 30, 1989.	.1
<b>Table 2</b> Trends in DoD Civilian Employment Subject to OMB Ceiling, by Function, Employment Status, and Defense Component.....	.2
<b>Figure 1</b> Trends in DoD Civilian Employment/FY86 - FY89, Military and Civil Functions, Direct Hires.....	.3
<b>Figure 2</b> Trends in DoD Civilian Employment/FY86 - FY89, Military and Civil Functions, Indirect Hires.....	.5
<b>Table 3</b> DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Function and Defense Component.....	.6
<b>Figure 3</b> DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Function & Defense Component, Total Employment.....	.7
<b>Table 4</b> DoD Direct and Indirect Hire Civilian Personnel by Component, According to Type (Excluding the Military Departments) - September 30, 1989.....	.8
<b>Figure 4</b> DoD Direct and Indirect Hire Civilian Employment by Component (Excluding Military Departments) - September 30, 1989.....	.9
<b>Table 5</b> DoD Direct Hire Civilian Personnel, by Type According to Defense Component - September 30, 1989.....	.10
<b>Table 6</b> DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - September 30, 1989.....	.11

**Table 7**

DoD Indirect Hire Civilian Personnel, by Country, According  
to Defense Component - September 30, 1989.....12

**GLOSSARY**

.....13

TABLE 1

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - September 30, 1989**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGGS. c/
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,117,449	405,008	354,942	261,571	95,928
DIRECT HIRE	1,037,632	349,171	344,436	249,662	94,363
INDIRECT HIRE	79,817	55,837	10,506	11,909	1,565
TOTAL EMPLOYMENT	1,124,056	406,655	357,962	262,747	96,692
DIRECT HIRE	1,044,239	350,818	347,456	250,838	95,127
INDIRECT HIRE	79,817	55,837	10,506	11,909	1,565
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	29,248	29,246	0	2	0
TOTAL EMPLOYMENT	31,198	31,196	0	2	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,146,697	434,254	354,942	261,573	95,928
DIRECT HIRE	1,066,880	378,417	344,436	249,664	94,363
INDIRECT HIRE	79,817	55,837	10,506	11,909	1,565
TOTAL EMPLOYMENT	1,155,254	437,851	357,962	262,749	96,692
DIRECT HIRE	1,075,437	382,014	347,456	250,840	95,127
INDIRECT HIRE	79,817	55,837	10,506	11,909	1,565

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS			
	30 SEP 85	30 SEP 86	30 SEP 87	30 SEP 88	31 JUL 89	31 AUG 89	30 SEP 89	
MILITARY FUNCTIONS	1,129,745	1,112,901	1,134,145	1,090,479	1,119,046	1,123,597	1,117,449	
DIRECT HIRE a/	1,043,240	1,027,866	1,049,337	1,010,306	1,039,073	1,043,684	1,037,632	
INDIRECT HIRE b/	86,505	85,035	84,808	80,173	79,973	79,913	79,817	
ARMY	421,780	414,774	420,145	394,842	408,626	412,089	405,008	
DIRECT HIRE	360,887	355,343	359,966	338,525	352,483	355,975	349,171	
INDIRECT HIRE	60,893	59,431	60,179	56,317	56,143	56,114	55,837	
NAVY	353,501	342,727	354,162	348,570	355,360	353,212	354,942	
DIRECT HIRE	343,061	332,363	343,672	338,369	345,042	342,917	344,436	
INDIRECT HIRE	10,440	10,364	10,490	10,201	10,318	10,295	10,506	
AIR FORCE	265,018	264,299	265,326	254,070	266,358	263,588	261,571	
DIRECT HIRE	251,550	250,655	252,767	242,029	254,430	251,656	249,662	
INDIRECT HIRE	13,468	13,644	12,559	12,041	11,928	11,932	11,909	
OTHER DoD ORGANIZATIONS c/	89,446	91,101	94,512	92,997	88,702	94,708	95,928	
DIRECT HIRE	87,742	89,505	92,932	91,383	87,118	93,136	94,363	
INDIRECT HIRE	1,704	1,596	1,580	1,614	1,584	1,572	1,565	
CIVIL FUNCTIONS a/ (ALL DIRECT HIRE) /	30,029	30,817	29,753	30,446	29,423	29,778	29,248	
ARMY	30,026	30,814	29,751	30,444	29,421	29,776	29,246	
AIR FORCE	3	3	2	2	2	2	2	
TOTAL MILITARY AND CIVIL FUNCTIONS	1,159,774	1,143,718	1,163,898	1,120,925	1,148,469	1,153,375	1,146,697	
DIRECT HIRE a/	1,073,269	1,058,683	1,079,900	1,040,752	1,068,496	1,073,462	1,066,880	
INDIRECT HIRE b/	86,505	85,035	84,808	80,173	79,973	79,913	79,817	

a/As reported officially to the Office of Personnel Management  
 b/Foreign Nationals supporting U.S. Military Forces overseas under contracts  
 c/See Glossary for a list of Other DoD Organizations

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## TRENDS IN DoD CIVILIAN EMPLOYMENT

### MILITARY AND CIVIL FUNCTIONS

Army                          [diagonal lines]  
Navy                          [horizontal lines]  
Air Force                    [cross-hatch]  
Other DoD Orgs.            [vertical lines]

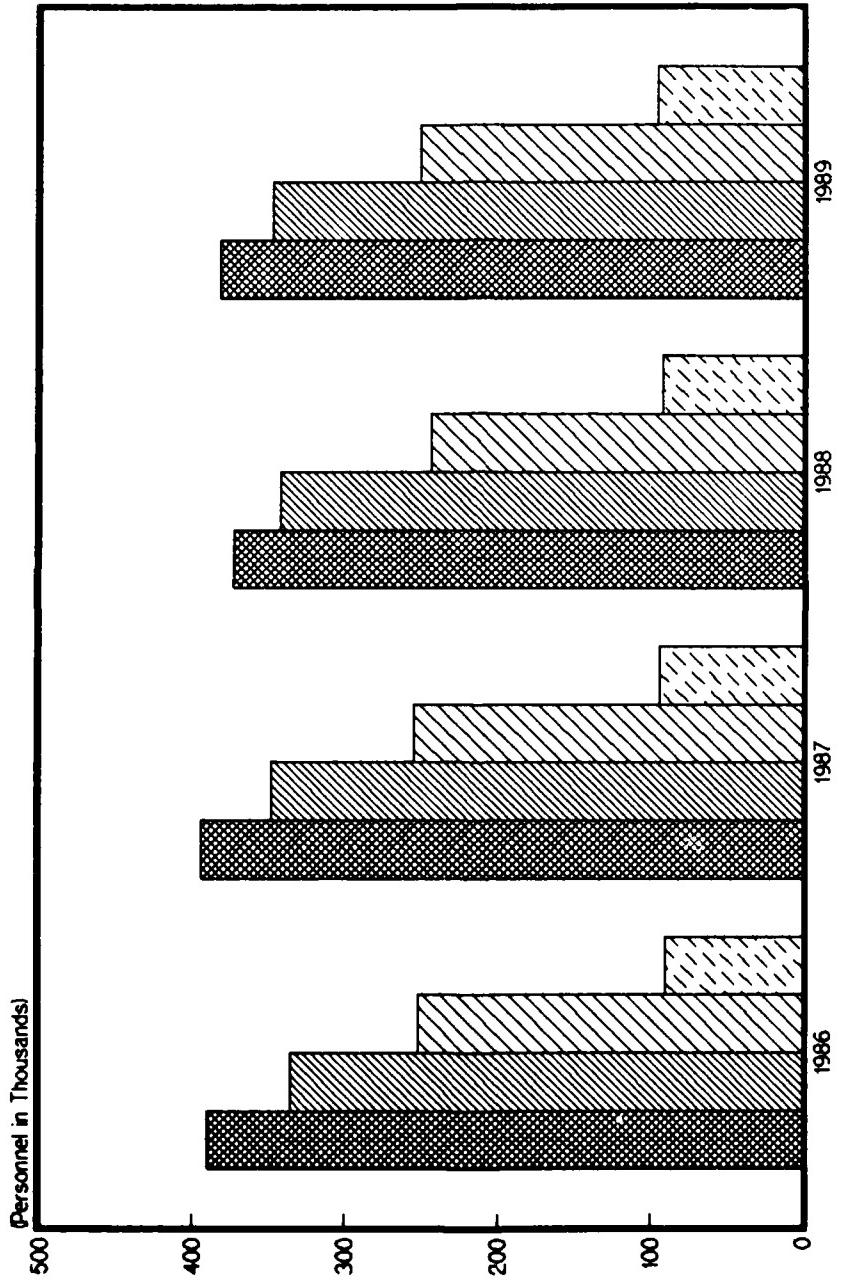


Figure 1 - Direct Hires

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## TRENDS IN DoD CIVILIAN EMPLOYMENT

### MILITARY AND CIVIL FUNCTIONS

Army      Navy      Air Force      Other DoD Orgs.



Figure 2 - Indirect Hires

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TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 89	31 AUG 89	30 SEP 89		30 SEP 89	31 JUL 89	31 AUG 89
MILITARY FUNCTIONS	1,039,073	1,043,684	1,037,632	1,104,758	909,211	917,332	917,525
ARMY	352,483	355,975	349,171	402,054	294,327	296,055	295,559
NAVY	345,042	342,917	344,436	345,433	311,345	311,538	311,858
AIR FORCE	254,430	251,656	249,662	262,943	225,708	226,129	225,586
OSD & ORGANIZATIONS SERVICED BY OSD a/	4,377	4,275	4,256	4,462	3,922	3,945	3,936
DEFENSE COMMUNICATIONS AGENCY	2,443	2,443	2,461	2,410	2,195	2,195	2,330
DEFENSE CONTRACT AUDIT AGENCY	7,099	7,079	7,138	7,007	6,894	6,942	7,035
DEFENSE INVESTIGATIVE SERVICE	4,061	4,058	4,089	4,379	3,998	3,990	4,024
DEFENSE LOGISTICS AGENCY	52,792	51,853	52,084	50,060	48,611	47,909	48,217
DEFENSE MAPPING AGENCY	8,359	8,340	8,386	8,475	7,877	7,941	8,061
DEFENSE NUCLEAR AGENCY	884	852	831	912	760	727	753
DEPARTMENT OF DEFENSE	4,834	11,974	12,873	13,979	1,513	7,886	8,084
DEPENDENTS SCHOOLS	1,390	1,380	1,382	1,531	1,348	1,359	1,364
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	37	40	44	41	37	40	44
ON-SITE INSPECTION AGENCY							
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	842	842	819	810	676	676	674
CIVIL FUNCTIONS	29,423	29,778	29,248	N/A	26,963	27,070	27,001
ARMY	29,421	29,776	29,246	2	26,961	27,068	26,999
AIR FORCE	2	2	2		2	2	2
TOTAL MILITARY AND CIVIL FUNCTIONS	1,068,496	1,073,462	1,066,880	N/A	936,174	944,402	944,526

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO

OMB CEILING, BY FUNCTION & DEFENSE COMPONENT

Army                          Navy                          Air Force                          Other DoD Orgs.

██████████                  ██████████                  ██████████                  ██████████

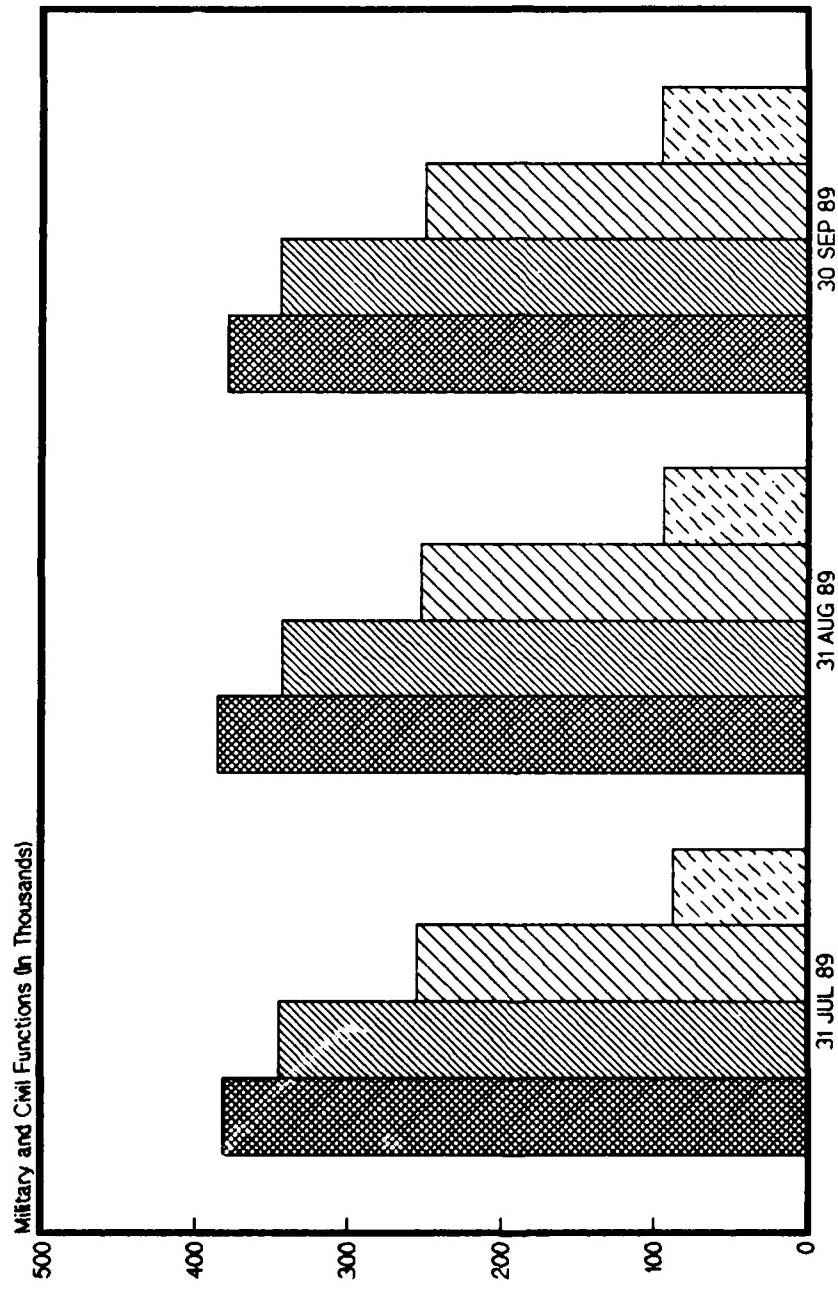


Figure 3 - Total Employment

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TABLE 4

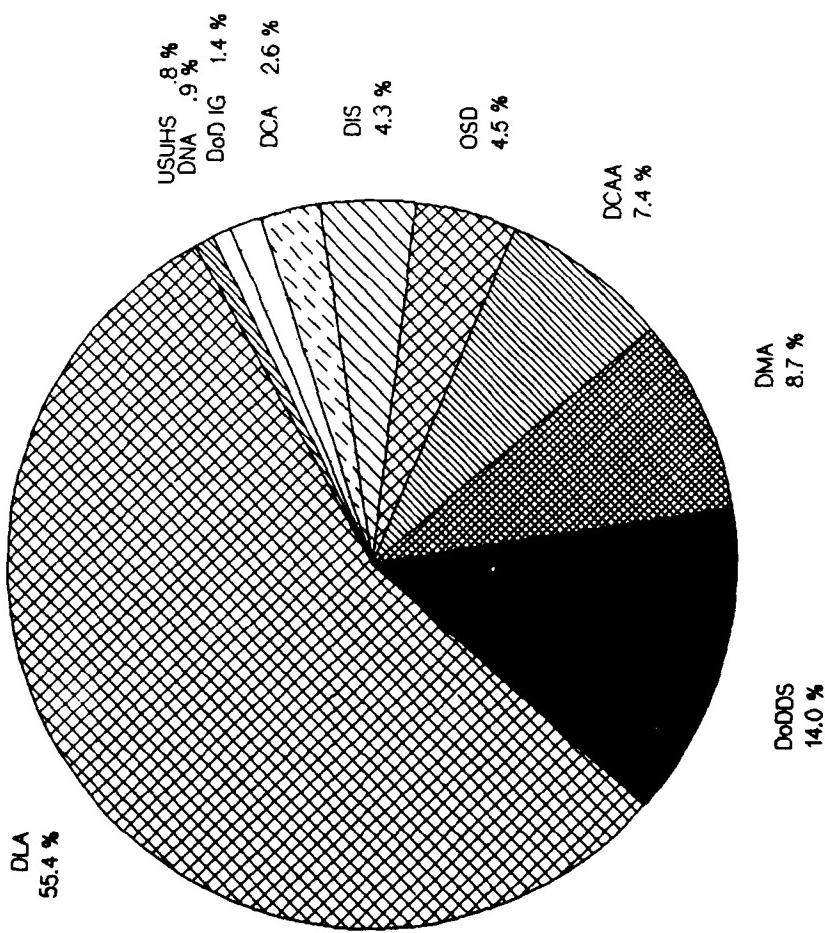
**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - September 30, 1989**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS		INDIRECT HIRE CIVILIANS
		DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS	
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,311	4,294		17
DEFENSE COMMUNICATIONS AGENCY	2,521	2,510		11
DEFENSE CONTRACT AUDIT AGENCY	7,171	7,166		5
DEFENSE INVESTIGATIVE SERVICE	4,120	4,120		0
DEFENSE LOGISTICS AGENCY	53,525	52,653		872
DEFENSE MAPPING AGENCY	8,429	8,428		1
DEFENSE NUCLEAR AGENCY	837	837		0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,531	12,873		658
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,384	1,383		1
ON-SITE INSPECTION AGENCY	44	44		0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	819	819		0
<b>TOTAL</b>	<b>96,692</b>	<b>95,127</b>		<b>1,565</b>

a/See the Glossary for a list of OSD and Organizations serviced by OSD.

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Operations and Reports

DoD DIRECT AND INDIRECT HIRE CIVILIAN  
EMPLOYMENT BY COMPONENT - SEPTEMBER 30, 1989



Excluding Military Departments - (OSIA - .0%)

FIGURE 4

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Directorate for Information  
Operations and Reports

TABLE 5

**DoD Direct Civilian Personnel, by Type  
According to Defense Component - September 30, 1989 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>TOTAL</b>	<b>1,075,437</b>	<b>382,014</b>	<b>347,456</b>	<b>250,840</b>	<b>95,127</b>
BY STATUS					
FULL-TIME	1,045,290	369,672	341,631	244,083	89,904
PART-TIME	25,025	10,226	5,528	4,807	4,464
INTERMITTENT	5,122	2,116	297	1,950	759
BY CAREER SERVICE CATEGORY					
COMPETITIVE	899,345	305,318	308,817	206,662	78,548
EXCEPTED AND SES	176,092	76,696	38,639	44,178	16,579
BY TYPE OF APPOINTMENT					
PERMANENT	956,001	327,042	315,066	228,266	85,627
TEMPORARY/INDEFINITE	119,436	54,972	32,390	22,574	9,500
BY CITIZENSHIP					
U.S. CITIZENS	1,035,396	366,100	331,238	243,414	94,644
NON-CITIZENS	40,041	15,914	16,218	7,426	483
BY LABOR CATEGORY					
SALARIED	754,837	281,378	224,311	165,566	83,582
WAGE BOARD	320,600	100,636	123,145	85,274	11,545

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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Directorate for Information Operations and Reports

TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - September 30, 1989 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL UNITED STATES	1,075,437 975,047	382,014 335,629	347,456 321,954	250,840 235,754	95,127 81,710
BY LOCATION					
WASHINGTON, D.C., SMSA c/ REMAINDER OF U. S.	90,145 884,902	28,159 307,470	38,788 283,166	6,541 229,213	16,657 65,053
BY LABOR CATEGORY					
SALARIED WAGE BOARD	682,973 292,074	249,542 86,087	211,301 110,653	151,826 83,928	70,304 11,406
BY CITIZENSHIP					
U. S. CITIZENS NON-CITIZENS	974,450 597	335,309 320	321,802 152	235,718 36	81,621 89
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED WAGE BOARD	7,458 3,478	1,321 394	5,110 2,573	933 431	94 85
BY CITIZENSHIP					
U. S. CITIZENS NON-CITIZENS	7,414 44	1,321 0	5,089 21	939 3	74 20
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED WAGE BOARD	92,932 67,884 25,048	45,064 30,909 14,155	20,392 10,473 9,919	14,153 13,309 844	13,323 13,193 130
BY CITIZENSHIP					
U. S. CITIZENS NON-CITIZENS	53,532 39,400	29,470 15,594	4,347 16,045	6,766 7,387	12,949 374

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - September 30, 1989**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	79,817	55,837	10,506	11,909	1,565
BELGIUM	951	903	0	31	17
GERMANY	55,276	48,045	3	6,101	1,127
GREECE	475	2	101	358	14
GUAM	4	0	4	0	0
JAPAN	17,317	3,327	9,264	4,519	207
KOREA	3,228	3,228	0	0	0
NETHERLANDS	433	332	0	85	16
PHILIPPINES	6	0	6	0	0
SPAIN	2,025	0	1,128	815	82
UNITED KINGDOM	102	0	0	0	102

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemetery workers (Army) and several conservation management employees (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

- \*Office of the Secretary of Defense (OSD)
- \*Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense

#### Department of Defense Agencies:

- \*Defense Advanced Research Projects Agency (DARPA)
- Defense Communications Agency (DCA)
- Defense Contract Audit Agency (DCAA)
- Defense Investigative Service (DIS)
- \*Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- Defense Mapping Agency (DMA)
- Defense Nuclear Agency (DNA)
- \*Defense Security Assistance Agency (DSAA)
- On-Site Inspection Agency (OSIA)
- \*Strategic Defense Initiative Organization

*NOTE: \*Organizations serviced by OSD.*

**Department of Defense Field Activities:**

- \*American Forces Information Service (AFIS)
- \*Defense Medical Support Activity (DMSA)
- \*Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- \*Office of Civilian Health and Medical Program Office (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

**\*U.S. Court of Military Appeals**

**Uniformed Services University of the Health Sciences (USUHS)**

**Part-Time Employees.** Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

**Permanent Appointments.** Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

**NOTE:** \*Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)